

Message Text

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PAGE 01 MANILA 11636 211009Z

14

ACTION TRSE-00

INFO OCT-01 EA-07 ISO-00 NEA-10 PA-01 PRS-01 L-03 H-02

IO-10 AID-05 CIAE-00 COME-00 EB-07 FRB-03 INR-07

NSAE-00 USIA-06 XMB-02 OPIC-03 SP-02 CIEP-01 LAB-04

SIL-01 OMB-01 NSC-05 SS-15 STR-04 CEA-01 /102 W

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USADB

E.O. 11652: ADS, DECLAS 12/31/75

TAGS: EAID, EFIN

SUBJECT: PERSONNEL MANAGEMENT REVIEW - COMPENSATION
MANAGEMENT (SALARIES AND BENEFITS)

TREASURY FOR ZINMAN

REF: A) TREASURY 75-144; B) MANILA 10828

1. ADB BOARD OF DIRECTORS CONSIDERED ADB DOC. EX/R5-75
ON ABOVE SUBJECT AT AUGUST 19 EXECUTIVE SESSION.U.S.
ALTERNATE DIRECTOR MADE POINT IN SEVERAL INSTANCES (PER
REF A) RE REPERCUSSIONS OF ADB ACTIONS IN THIS AREA ON
OTHER IFI'S AND NEED TO CONSIDER ADB ON ITS OWN MERITS.

2. CONCERNING RECOMMENDATIONS IN PARAS. 49 AND 51 RE
LENDING TO BANK STAFF, PRESIDENT MENTIONED PROBLEMS THAT
SUCH LENDING AT SUBSIDIZED RATES PRESENTS FOR U.S.
OFFICIALS VIS-A-VIS CONGRESS, WHICH HAS BEEN RAISED BY
USADB DURING EARLIER DISCUSSIONS THIS ISSUE.
PRESIDENT'S SUPPORT WAS EXTREMELY HELPFUL IN OBTAINING
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BOARD APPROVAL TO MANAGEMENT'S RECOMMENDATIONS FOR

ADDITIONAL LENDING AT OC RATES RATHER THAN LOWER
INTEREST PROPOSALS OF BOOZ, ALLEN.

3. BOARD CONCURRED IN MANAGEMENT RECOMMENDATIONS WITH
FOLLOWING CHAGES:

A. PARA. 11 - PRESENT CHARACTERISTICS OF STAFF
SALARY STRUCTURE SHOULD CONTINUE UNCHANGED.
B. PARA. 22 - PROOF OF SUPPORT FOR DEPENDENCY
ALLOWANCE WILL NOT BE REQUIRED FOR SPOUSE OR CHILDREN
BUT WILL BE REQUIRED FOR PARENTS AND PARENTS-IN-LAW.
C. PARAS. 35 AND 36 - BOARD CONCURRED IN ORIGINAL
BOOZ, ALLEN RECOMMENDATION THAT ALL SAINTS DAY BE MADE
OFFICIAL HOLIDAY ONLY WHEN IT FALLS ON WORKING DAY.
(MANAGEMENT HAD RECOMMENDED TRATMENT SAME AS FOR ALL
OTHER OFFICIAL HOLIDAYS.)

3. DURING BOARD DISCUSSIONS OF PARA. 26 (EDUCATIONAL
GRANTS), QUESTION WAS RAISED RE NON-ELIGIBILITY OF
FILIPINO PROFESSIONAL STAFF FOR THIRD COUNTRY EDUCA-
TIONAL GRANTS FOR THEIR CHILDREN ON SAME BASIS AS
OTHER BANK PROFESSIONALS. MANAGMENT NOTED THAT
IMF/IBRD/IDB DO NOT EXTEND SUCH BENEFITS TO U.S.
NATIONALS. U.S. ALTERNATE DIRECTOR INDICATED U.S.
OPPOSITION TO ANY SUCH PROPOSAL BECAUSE OF LEAP-
FROGGING EFFECT IT WOULD HAVE ON OTHER IFI'S.
NEVERTHELESS, SUBJECT IS LIKELY TO RECEIVE FURTHER
CONSIDERATION.

4. REVISED DOCUMENT WILL BE PREPARED TAKING
INTO ACCOUNT CHANGES NOTED PARA 3 ABOVE AND SUB-
MITTED TO BOARD FOR FORMAL APPROVAL. SULLIVAN

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